

**From:** Kenneth J Dunegan  
**To:** Bryan J Pesta; Karen A Hammon  
**Subject:** Re: PLOA application  
**Date:** Tuesday, September 11, 2018 3:08:44 PM  
**Attachments:** Pesta\_SabbaticalProposal.docx

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Bryan,  
In the past, applications have been sent to Karen, who accumulates and forwards to the FDAC committee. I'm cc'ing Karen, who will forward your application to the FDAC chair.  
Ken

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From: Bryan J Pesta  
Sent: Tuesday, September 11, 2018 11:08:57 AM  
To: Kenneth J Dunegan  
Subject: PLOA application

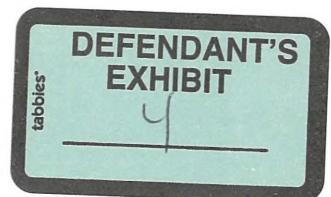
Hi Ken,

Attached is my application for professional leave in fall of 2019.

Could you please confirm receipt?

Thanks!

Bryan



# Memorandum

**To:** Kenneth Dunegan, Management Department Chair

**From:** Bryan J. Pesta

**Date:** 1/24/2024

**Re:** Proposal for Sabbatical, Fall 2019

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Dear Dr. Dunegan,

Attached, please find my CV and an application for sabbatical for the fall semester of 2019. Note that I have had one other sabbatical here at CSU (2011), the year after I received tenure (2010). If any additional information is needed please feel free to contact me. Thank you for your consideration.

Bryan J. Pesta

Bryan J. Pesta  
College of Business  
Department of Management  
Proposal for Sabbatical, Fall Semester 2019

### Abstract

My proposal for sabbatical is to continue working on a large-scale research stream focused on using genetic information to predict and understand individual and group differences in human cognitive ability (i.e., intelligence). Specifically, I will continue to apply for access to large-sample databases hosted by either the National Institute of Health (NIH), or the National Institute of Mental Health (NIMH). The NIH has already granted me permission to access one dataset (Trajectories of Complex Phenotypes) from their Database of Phenotypes and Genotypes (dbGaP). These databases are very large (the trajectories dataset is over one terabyte on my hard drive), and decoding them is both time consuming and complex. A professional leave would help facilitate this process.

I have recently formed collaborations with researchers both within and outside the United States. Together we will analyze these datasets to see how well genetic versus self-reported ancestry predicts cognitive ability. Initially, we shall analyze these data using admixture analysis (a method for estimating each participant's ancestry in terms of percentages for various ethnicities). If expected effects are actually found (pilot data suggest they will be—see, e.g., the Woodley et al. paper on my CV), we will follow up with more fine-grained estimates (i.e., admixture mapping) of the genetic effects.

In terms of deliverables, my goal is to have at least four manuscripts either submitted (at least) or accepted in quality journals by spring of 2020. I would like to underscore that this research effort requires very large sample sizes, and considerable amounts of time and effort to decode, code, and analyze the data. Hence, a professional leave would afford me an ideal opportunity to process all of this information, which could then lead to a significant, next step in my career.

### **Professional Leave Proposal for Bryan J. Pesta**

I am a Full Professor of Management in the Monte Ahuja College of Business here at Cleveland State University. I was hired, tenure-track, in 2005. I earned tenure in 2010, and then took a one-semester sabbatical in 2011. In 2016, I was promoted to full professor. I teach courses primarily in human resource management, and occasionally in organizational behavior.

I have had several unrelated, research streams throughout my career. These ranged from published papers on memory and cognition, to issues regarding sexual harassment and beyond. For the past decade, however, my primarily research focus has been in the area of human cognitive ability (i.e. intelligence).

For example, since 2008, I have published 17 peer reviewed articles on this topic. Of these, nine appear in the field's premiere journal, *Intelligence* (which has a current impact factor of 2.785). In fact, for the years 2008 – 2015, I was the 17.5<sup>th</sup> most prolific author in this journal (out of 1,067 authors between the years 2008 - 2015; see, Pesta, 2018).

I would like to take professional leave to continue my research efforts in this area. The timing is good, as I now find myself with new and significant research opportunities. These result from collaborative alliances I have recently formed with both national and international scholars in my field. See, for example, the Woodley et al., paper on my CV. I am a junior author here, and it is currently under review at *Evolutionary Behavioral Sciences*.

This new research, however, requires that I become expert in areas where I have no formal training. The specific areas are genetics (in general) and evolutionary

behavioral science (specifically). My intent is to use part of my leave to further build / reinforce my mastery of these areas. I anticipate that part of this transformation will come from “self-teaching,” and that another part will come from the guidance of my collaborators (i.e., by running simulations they have developed to get me up to speed).

The impetus for this research is that we now have high-quality genetic and cognitive ability data on very large samples of both children and adults. These data actually come from either the National Institute of Health (NIH), or the National Institute of Mental Health (NIMH). Both institutes have large numbers of genomic datasets (used by prior researchers to study disease) that are now available for other researchers to test hypotheses outside of epidemiology.

One example is the NIH’s Database of Genotypes and Phenotypes (dbGaP). Access to any dbGaP data set is restricted. One must first apply for access, secure approval from the signing agent at CSU, and then get approval again from the NIH data access committee. The process can be time consuming. For example, last summer I finally got access to the “trajectories of complex phenotypes” data set, but the entire process took approximately six months.

I also note that these files are massive (the TCP dataset is over one terabyte large). It takes considerable time to decode and format the file so that we can conduct statistical analyses on the data. Also, the studies we intend to conduct require very large sample sizes, and so we are applying for access to several more data sets at dbGaP and elsewhere. Having a semester off to continue coding and compiling these data would be most helpful.

The research question we want to address is why are some people (and groups of people) smarter than others. The question is critical because intelligence appears to be “the most powerful variable in social science.” That is, the predictive validity of IQ scores is unrivaled by any other construct in social science. Note also that research on intelligence does not suffer from the “replication crisis” currently ubiquitous in social science.

Our strategy is first to use admixture analysis (based on the genomic data present in the NIH / NIMH data sets) for the participants in these various data sets. This technique essentially estimates a person’s ancestry in terms of percentages across various ancestral groups. The next step would be to see if these ancestry estimates predict cognitive ability. In addition, we also seek to pit “self-identified” (i.e., check a box) ancestry with genomic ancestry to see which (if either) best predicts cognitive ability.

Assuming our expected findings emerge (pilot study data that we have suggests that it will), we would next run a more fine-grained (but complicated and time consuming) technique called admixture mapping. This would give even more information about the source of any group differences we might find in earlier studies.

In terms of deliverables, the result of my sabbatical would ideally be to have several (perhaps four) articles on this topic that are at least submitted for publication, or actually already accepted by the end of spring 2020. Again, I would be doing these studies in collaboration with three to five other researchers from around the world.

Finally, I would reserve some time to continue research on a relatively new field for me—bibliometrics. My last two accepted articles are in this area, and opportunities

for new publications are numerous, as many journals welcome bibliometric analyses on the articles that they have published.

Sincerely,

Bryan J. Pesta

References:

Pesta, B. J. (2018). Bibliometric Analysis across eight years 2008 – 2015 of Intelligence Articles: An Updating of Wicherts (2009). *Intelligence*, 67, 26-32.

Woodley, M., Kirkegaard, E., Williams, R., Pesta, B., Fuerst, J., Sarraf, M., & Meisenberg, G. (2018). Genomic versus Self-identified Ancestry as Predictors of Childhood Cognitive Ability and Parental SES in the USA. Manuscript submitted for publication.

## Curriculum Vitae Fall, 2018

Bryan J. Pesta, Ph.D.

Cleveland State University  
Department of Management  
Cleveland, Ohio 44115  
(216) 687-4749  
[b.pest@csuohio.edu](mailto:b.pest@csuohio.edu)

### Education

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- **Master of Labor Relations and Human Resources**, Cleveland State University, degree completed December 2003.
- **Doctor of Philosophy in Cognitive Psychology**, The University of Akron, degree completed December 1997.
- **Master of Arts in Psychology**, Cleveland State University, degree completed June 1992.
- **Bachelor of Arts in Psychology**, Cleveland State University, degree completed June 1990.

### Full Time Academic Positions

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- 2017-Present: **Professor of Management and Labor Relations**, Cleveland State University.
- 2016-2017: **Professor, and Interim Assistant Dean of Graduate Business Programs**, Cleveland State University.
- 2010-2016: **Associate Professor of Management and Labor Relations**, Cleveland State University.
- 2004-2010: **Assistant Professor of Management and Labor Relations**, Cleveland State University.
- 2001-2004: **Term Assistant Professor of Management and Labor Relations**, Cleveland State University.

- 1998-2001: Visiting Assistant Professor of Psychology, Cleveland State University.

## Classes Taught

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• MGT-321	Organizational Behavior
• MGT-340	Human Resource Management
• MGT-341	Compensation Systems
• MGT-342	Staffing / Training and Development
• MGT-431/531	Employment Practices Law
• MGT-501	Management & Organizational Behavior
• MGT-600	Quantitative Methods in Human Resources
• MGT-601	Human Resources / Labor Relations
• MGT-604	Interpersonal and Group Dynamics
• MGT-640	Performance Appraisal, Compensation and Benefits
• MGT-802	Doctoral Seminar in Human Resources
• MGT-803	Doctoral Seminar in Organizational Behavior
• EBA-600	Manager's workshop (EMBA opening week)
• EBA-608	Executive MBA / HR Management

- The above represent 14 different class preparations for courses I've taught in management. Since 1995, I have taught 209 course sections across a wide range of topics in both management and psychology. These sections included graduate level psychology, AMBA / EMBA, and DBA courses.

## Publications

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*My work (35 published articles, plus three book chapters) has been cited 726 times in the peer reviewed literature (400 times since 2013; h-index = 14; i10-index = 17<sup>1</sup>)*

- Woodley, M., Kirkegaard, E., Williams, R., Pesta, B., Fuerst, J., Sarraf, M., & Meisenberg, G. (2018). Genomic versus Self-identified Ancestry as Predictors of Childhood Cognitive Ability and Parental SES in the USA. *Manuscript submitted for publication.*
- Pesta, B., Fuerst, J., & Kirkegaard, E. (in press). Bibliometric Keyword Analysis across Seventeen Years (2000 – 2016) of Intelligence Articles. *Journal of Intelligence.*
- Kirkegaard, E., & Pesta, B. (2018). An S Factor analysis on the provinces of Vietnam: Relationships with cognitive ability, ethnicity, and latitude. *Mankind Quarterly*, 58, 562-579.

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<sup>1</sup> Via Google Scholar, 9/10/2018.

- Pesta, B. (2018). Bibliometric analysis across eight years 2008–2015 of Intelligence articles: An updating of Wicherts (2009). *Intelligence*, 67, 26-32.
- Pesta, B. (2017). A U.S. State-level analysis of the presidential election in 2016: IQ, race, and well-being emerge as mutually-suppressed predictors. *Open Differential Psychology*, ISSN: 2446-3884.
- Pesta, B., & Poznanski, P. (2016). Putting Spearman's hypothesis to work: Job IQ as a predictor of employee racial composition. *Open Differential Psychology*, ISSN: 2446-3884.
- Pesta, B. (2016). Does IQ cause race differences in well-being? *Mankind Quarterly*, 56, 421-425.
- Omasta, N., Bertsch, S., & Pesta, B. (2015). Participation in STEM fields and 2d:4d in university faculty. *Psychology Research*, 5(9), 497-503.
- Pesta, B., McDaniel, M., Poznanski, P., & DeGroot, T. (2015). Discounting IQ's relevance to organizational behavior: The "Somebody Else's Problem" in management education. *Open Differential Psychology*, ISSN: 2446-3884.
- McDaniel, M., Pesta, B., & Gabriel, A. (2015). Big data and the well-being nexus: Tracking Google search activity by state IQ. *Intelligence*, 50, 21-29.
- Pesta, B., & Poznanski, P. (2014). Only in America: Cold Winters Theory, race, IQ and well-being. *Intelligence*, 46, 271-274.
- Pesta, B., & McDaniel, M. (2014). State IQ, well-being and racial composition as predictors of U.S. presidential election outcomes. *Intelligence*, 42, 107-114.
- Bertsch, S. & Pesta, B. (2014). Generating active learning. In V. Benassi, C. Overson, & C. Hakala (Eds.), *Applying the science of learning in education* (pp. 71-76). New York, NY: American Psychological Association.
- Pesta, B., Bertsch, S., McDaniel, M., Mahoney, C., & Poznanski, P. (2012). Differential epidemiology: IQ, neuroticism and chronic disease by the 50 U.S. states. *Intelligence*, 40, 107-114.
- Pesta, B., & Scherer, R. (2011). The assurance of learning tool as predictor and criterion in business school admissions decisions: New use for an old standard? *Journal of Education for Business*, 86, 163-170.
- Bommer, W., Pesta, B., & Barnes, S. (2011). Nonverbal emotion recognition and performance: Differences matter differently. *Journal of Managerial Psychology*, 26, 28-41.

- Pesta, B., McDaniel, M., & Bertsch (2010). We can't get no (life) satisfaction: Comment on Oswald and Wu. *Intelligence*, 38, 361-362.
- Pesta, B., McDaniel, M., & Bertsch, S. (2010). Toward an index of well-being for the 50 U.S. States. *Intelligence*, 38, 160-168.
- Pesta, B. (2009). Revisiting disparate impact claims under the ADEA: A brief review and statistical primer. *Labor Law Journal*, 60, 104-110.
- Bertsch, S., & Pesta, B. (2009). The Wonderlic Personnel Test and elementary cognitive tasks as predictors of religious sectarianism, scriptural acceptance and religious questioning. *Intelligence*, 37, 231-237.
- Pesta, B., & Poznanski, J. (2009). The inspection time and over-claiming tasks as predictors of MBA student performance. *Personality and Individual Differences*, 46, 236-240.
- Pesta, B., Bertsch, S., Poznanski, P., & Bommer, W. (2008). Sex differences on elementary cognitive tasks despite no differences on the Wonderlic Personnel Test. *Personality and Individual Differences*, 45, 429-431.
- Pesta, B., & Poznanski, P. (2008). Black-White differences on IQ and grades: The mediating role of elementary cognitive tasks. *Intelligence*, 36, 323-329.
- Pesta, B., Dunegan, K., & Hrivnak, M. (2007). Contrast and rater-perspective effects on judgments of sexual harassment severity: What he thinks she thinks, and vice versa. *Journal of Business and Psychology*, 22, 155-165.
- Bertsch, S., Pesta, B., Wiscott, R., & McDaniel, M. (2007). The generation effect: A meta-analytic review. *Memory & Cognition*, 35, 201-210.
- Bond, M., Knapp, D., Heshizer, B., & Pesta, B. (2007). Experience with consumer driven health plans: Does the performance of high-deductible health plans match expectations? *Compensation & Benefits Review*, 39, 60-68.
- Pesta, B., Hrivnak, M., & Dunegan, K. (2007). Parsing work environments along the dimensions of sexual harassment: Drawing lines in office sand. *Employee Responsibilities and Rights Journal*, 19, 45-55.
- Pesta, B., Kass, D., & Dunegan, K. (2005). Image theory and the appraisal of employee performance: To screen or not to screen? *Journal of Business and Psychology*, 19, 341-360.
- Kass, D., Kleinman, L., Pesta, B., & Samson, E. (2004). Current developments in sexual harassment case law: Questions and answers. *Journal of Employment and Labor Law*, 10, 1-17.

- Sanders, R., Murphy, M., Gonzalez, D., Pesta, B., & Bucur, B. (2002). Training variability and the effectiveness of learning: An adult age assessment. *Aging, Neuropsychology, and Cognition*, 9, 157-174.
- Pesta, B., Murphy, M., & Sanders, R. (2001). Are emotionally charged lures immune to false memory? *Journal of Experimental Psychology: Learning, Memory, and Cognition*, 27, 328-338.
- Pesta, B., Sanders, R., & Murphy, M. (2001). Misguided multiplication: Creating false memories with numbers rather than words. *Memory & Cognition*, 29, 478-483.
- Pesta, B., & Sanders, R. (2000). Aging and negative priming: Is ignored information inhibited or remembered? *Experimental Aging Research*, 26, 37-56.
- Pesta, B., Sanders, R., & Murphy, M. (1999). A beautiful day in the neighborhood: What factors determine the generation effect for simple multiplication problems? *Memory & Cognition*, 27, 106-115.
- Pesta, B., Sanders, R., & Nemec, B. (1996). Older adults' strategic superiority with mental multiplication: A generation effect assessment. *Experimental Aging Research*, 93, 155-169.
- Emerson, P., & Pesta, B. (1992). A generalized visual latency explanation of the Pulfrich phenomenon. *Perception and Psychophysics*, 51, 319-327.

### **Book Chapters (Peer Reviewed)**

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- Bertsch, S., & Pesta, B. (2014). Generating active learning. In Benassi, V. A., Overson, C. E., & Hakala, C. M. (2014). Applying science of learning in education: Infusing psychological science into the curriculum.
- McDaniel, M., Pesta, B., & Banks, G. (2012). Job performance and the aging worker. In J. Hedge & W. Borman (Eds.), *Oxford Handbook of Work and Aging* (pp. 280-297).
- Palmieri, P., Peterson, L., Pesta, B. & Saettone, D. (2011). Safety culture as a contemporary healthcare construct: theoretical review, research assessment, and translation to human resource management. In T. Savage, N. Khatri, & M. Fottler (Eds.), *Advances in Health Care Management*.

### **Peer-Reviewed Conference Presentations**

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- Pesta, B., Bertsch, S., & McDaniel, M. (2010). Differential Epidemiology: Intelligence, Neuroticism and Chronic Disease by the 50 U.S. States. Paper

presented at the International Society for Intelligence Research Conference, Washington, D.C.

- Bommer, W., Shore, L., & Pesta, B. (2009). The Impact of Age Group Norms and Employee Relative Age. Paper presented at the 2009 Academy of Management Conference, Chicago (Symposium on aging workers).
- Pesta, B., & McDaniel, M. (2008). Economic, Social, and Religious Covariates of State Intelligence. Paper presented at the International Society for Intelligence Research Conference, Atlanta, GA.
- Pesta, B. (2007). Panel Speaker, "The Future of Organized Humanism." The New Humanism: A Conference Honoring 30 Years of Humanist Chaplaincy at Harvard. Harvard University, Cambridge.
- Pesta, B., Dunegan, K., & Hrivnak, M. (2005). Perceptions of sexual harassment severity: Toward an understanding of molehills and mountains. Manuscript presented at the 2005 Academy of Management Conference, Hawaii.
- Kass, D., Lord, R., Baznick, D., Hochevar, M., & Pesta, B. (2003). A Trichotomous model of motivation: Beyond approach and avoidance. Manuscript presented at the 2003 Academy of Management Conference, Seattle.
- Kass, D., Pesta, B., & Dunegan, K. (2003). Image theory and performance appraisal: How contrast effects moderate use of the screening process. Manuscript presented at the 2003 Academy of Management Conference, Seattle.

#### Service as an Expert Witness / Statistician in Federal Court

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- July 2015. For Plaintiff's Attorney Thomas Downie, Petty et al., v. Russell Cellular, Inc. U.S. District Court, SDO, Case No. 2:13-cv-1110.
- March 2005 and August 2006. For Plaintiff's Attorney Edward Kramer, Edward P. Lentz v. City of Cleveland, et al., U.S. District Court, NDO, Case No. 04-0669. Plaintiffs in this case won \$800,000 from the City for reverse discrimination.
- January 2006. For Defendant's Attorney Craig Brandt, Therese A. Gottermeyer v. Norstan, Inc., et al., U.S. District Court, NDO, Case No. 05-1399. The defendants were granted summary judgment based in part on the report I produced in this case.
- February 2004. For Plaintiff's Attorney Edward Kramer, Rutherford et al. v. City of Cleveland et al., U.S. District Court, NDO, Case No. 94-1019.

Plaintiffs petitioned Supreme Court for Certiorari (denied).

## Awards and Honors

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- University Merit Pay Winner, May 2014 (**Teaching / Research**).
- University Merit Pay Winner, May 2013 (**Teaching / Research**).
- University Merit Pay Winner, May 2012 (**Teaching**).
- University Merit Pay Winner, May 2011 (**Research**).
- University Merit Pay Winner, May 2009 (**Research**).
- Nance College of Business Legacy Award, April 2008 (**Teaching**).
- University Merit Pay Winner, May 2007 (**Teaching**).
- “Excellence in Humanist Communication” Award, April 2007, from Harvard University.
- University Merit Pay Winner, May 2006 (**Teaching**).